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ABSTRACT

In 1984, a study was conducted to assess the overall fringe benefit programs of California's 70 community college districts and to determine the total dollar amounts paid to certificated employees. A questionnaire requesting fringe benefit and salary information was mailed in January to the 70 districts, providing data which, with the 1983-84 salary schedules of the districts, were used to determine compensation. Averages were calculated for fringe benefits, salary, and total compensation at three salary levels (minimum salary with a masters degree, maximum salary without a doctorate, and maximum salary with a doctorate) and compared with figures for Spring 1983. Study findings included the following: (1) 16 districts used a "cafeteria plan," allowing the employee a choice of options for the expenditure of a specific amount of money set aside for fringe benefits; (2) 56 districts provided health insurance for employees and their dependents; (3) 36 districts offered long-term disability or income protection; (4) 63 districts provided dental insurance, 55 life insurance, and 31 vision insurance; (5) 2 districts offered tax-sheltered annuities; and (6) total compensation increased an average of 3.51% between 1983 and 1984. The study report includes tables showing dollar amounts for certificated employee fringe benefits by district; and rankings of districts according to fringe benefits and minimum salary with masters degree, without doctorate, and with doctorate.

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ED245775

A STUDY OF BENEFITS AND SELECTED SALARIES OF CALIFORNIA COMMUNITY COLLEGE DISTRICTS

SPRING, 1984

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KERN COMMUNITY COLLEGE DISTRICT
BAKERSFIELD, CA

JC 840 397

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INTRODUCTION

Fringe benefit and salary remuneration for all seventy community college districts in California have been calculated and ranked. These data were gathered to assess the overall fringe benefit programs of college districts and to determine the total dollar amounts paid certificated employees. By comparing Spring 1983 fringe benefits and salaries at three specific positions with Spring 1984 benefits and salaries, accurate percentages of overall salary increases were attained. Kern District completed a similar study in 1983; therefore like information was available for comparison.

Table I contains a listing of costs of the fringe benefit packages offered by the California community college districts. Some of the fringe benefit calculations are based on the salary earned. Table II has the calculated fringe benefits for the minimum salary with a masters degree. Table III contains the calculated fringe benefits for the maximum salary without a doctorate. In Table IV fringe benefits for an employee who is at the maximum salary with a doctorate are reported. The maximum salaries for both non-doctorate and doctorate classes do not include longevity increments.

PROCEDURE

A questionnaire requesting fringe benefit and salary information was mailed in January to the seventy community college districts in California. These data, with the 1983-84 salary schedules provided by the districts were used to determine compensation. It should be noted that seven districts were negotiating as of May 31, 1984, the final date for incorporating data for this year's study.

After the fringe benefit information was determined, the dollar amounts for each plan were calculated at each of the three salary levels. The salary levels are (1) minimum salary with a masters degree, (2) maximum salary without a doctorate and (3) maximum salary with a doctorate.

The benefits were ranked from 1 to 70. Salaries at the three designated levels were reported and ranked. The fringe benefits and salary were added to show total remuneration; these totals also were ranked. Averages were reported for the fringe benefits, salary and total compensation at the three salary classifications. These statewide averages (Spring 1984) were compared with statewide averages in Spring of 1983. The annual salary and fringe benefit increases are reported at the bottoms of Tables II, III and IV.

SUMMARY OF FRINGE BENEFIT PLANS

"Cafeteria Plan"

This program, sometimes called the "smorgasbord" plan or "laundry list" has several variations. Basically the district allows the employee a choice of options for the expenditure of a specific amount of money set aside for fringe benefits. Of the seventy community college districts, sixteen use this plan in some form, and thirteen districts have certain mandatory restrictions.

Health Insurance

Of those districts which have the "cafeteria" plan nine require health insurance as part of the package. The other seven make participation possible as one of the choices by the employee as part of the "cafeteria" plan. Fifty-six districts indicate health insurance coverage for employees and dependents. Several districts give the employee a choice of health insurance plans.

Long-term Disability or Income Protection

This is a program which has rapidly gained status in the community colleges. Thirty-six districts provide this type of coverage in some form.

Dental Insurance

Sixty-three districts participate in a dental plan of some sort with considerable variation in the amount of district contribution. The contribution per staff member ranges from $167 per year to $699 per year. Nine districts require dental insurance coverage as part of the fringe benefit package. Fifty-two districts provide dental insurance for dependents as well as for the employee.

Life Insurance

Fifty-five districts report life insurance premiums are now being paid as part of their fringe benefit packages. Some districts with "cafeteria" plans have life insurance as an alternative for fringe benefit contribution. Eight districts mandate life insurance coverage. A few districts provide life insurance benefits for dependents.

Vision Insurance

Thirty-one districts provide vision insurance as a fringe benefit. Several districts provide this benefit for dependents.

Tax-Sheltered Annuity

Two districts provide tax-sheltered annuities. Several districts have the tax-sheltered annuity as an option within the "other" category.

Prescription Drugs

Prescription drug benefits are highlighted in a number of benefit plans, either as part of the health insurance package or as a separate benefit.

INCREASES IN TOTAL COMPENSATION

Within the three levels of salary chosen for study, increases for salary plus fringe benefits utilizing the simple arithmetic average are listed below.

	Spring 1983 to Spring 1984
Minimum salary with a masters degree	3.87%
Maximum salary without a doctorate	3.41%
Maximum salary with a doctorate	3.24%

It should be noted these averages were not weighted with respect to faculty size or numbers of teachers placed at the specific salary classifications. The three levels combine for an average increase of 3.51 from Spring 1983 to Spring 1984.

TABLE I
CALIFORNIA COMMUNITY COLLEGES
CERTIFICATED EMPLOYEE FRINGE BENEFITS
SPRING 1984

College District	Cafeteria Plan	Health Insurance	Long-Term Disability	Dental	Other
Allan Hancock		$2,788.56#	.36/100	$699.48#	Mandatory LI + $282/TSA + $100 PE
Antelope Valley		$2,147.00#	$39.00	$460.00#	$54.00/V# + $30/LI
Barstow		$2,831.04#	1.46/100	$539.16#	$169.20/V#
Butte		$2,000.00#	.87/100	$452.00#	$16.20/LI
Cabrillo	$2,889.00	Mandatory		Mandatory	Mandatory LI
Cerritos		$2,084.80#		$481.60#	$45.60/LI ($10,000 Maximum)
Chaffey		$2,959.44#		$487.20#	$143.64/V# + $97.44/LI
Citrus		$2,398.20#		$566.40#	$94/V + $132.00/LI
Coachella Valley		$2,115.36# + P		$336.60	
Coast		$2,760.20#		$380.90#	$62/V + $231/LI
Compton	$2,500.00			$167.00	
Contra Costa		$2,512.00#	.93/100*	$669.00#	$78/LI (*$27,000 Maximum)
El Camino		$3,122.00#		$505.08#	$100.20/LI
Foothill-DeAnza		$2,154.00# + P	.57/100	$528.00#	$144/LI + $90/V
Fremont-Newark		$2,365.08#	$270	$481.56#	$72/LI
Gavilan	$1,923.48				Mandatory Vision + TSA Available
Glendale	$2,600.00				
Grossmont		$2,050.00#	.61/100	$340.00#	$100/LI + PA + $150/IP
Hartnell		$2,004.00#	.54/100		$72/LI
Imperial		$2,592.60# + P		Inc. in Health#	$112.20/LI + $128.72/IP
Kern		$2,069.16#	.66/100*	$481.56#	(*36,000 Maximum) + $21/LI
Lake Tahoe	$2,580.00	Mandatory#	Mandatory	Mandatory#	
Lassen		$2,713.44#		$432.00#	$169.20/V + $120/LI
Long Beach		$2,615.00#		$482.00#	$135/LI + 120/V#
Los Angeles		$2,291.14#		$369.77#	$83.50/V# + $123.00/LI
Los Rios		$1,306.92#	.53/100*	$428.16#	(*$30,000 Maximum)
Marin		$2,579.88#	1.16/100	$510.96#	$72/LI + $95.40/V#
Mendocino		$1,657.56#		$375.12#	$32.40/LI ($10,000)
Merced		$2,211.72#	.63/100	$384.36#	$80.40/LI (V, P & PE Inc. in HI)
Mira Costa	$2,737.20	Mandatory#	Mandatory	Mandatory#	Mandatory LI
Monterey Peninsula		$1,957.00# + PE	.81/100	$511.00#	$108/LI + $74.00/V
Mt. San Antonio	$3,299.60				Mandatory LI
Mt. San Jacinto		$2,458.10# + P		$617.70#	$41.00/LI

- Employee & Dependent Coverage
IP - Income Protection
DPL- Dependent Life Insurance
LI - Life Insurance
P - Paid Prescriptions
PA - Personal Accident
PE - Physical Examination
TSA - Tax-Sheltered Annuity
V - Vision

TABLE I, Continued
SPRING 1984

College District	Cafeteria Plan	Health Insurance	Long-Term Disability	Dental	Other
Napa	$2,400.00#			Mandatory#	
North Orange	$2,270.00	$1,259.00			
Palo Verde		$3,159.30#		$481.60#	$120.00/V + $300 TSA + $26.40 LI or IP
Palomar		$1,941.00#	1.115/100*	$415.00#	$36/LI (*$30,000 Maximum)
Pasadena		$2,708.88#	$114.80	$481.56#	$76.40/LI
Peralta		$2,183.52#	.95/100	$558.36#	$.34/100/LI (x 1½ annual salary)
Rancho Santiago		$2,142.24#		$264.00	$13.68/LI ($3,000)
Redwoods		$1,800.00#	.65/100	$420.00#	
Rio Hondo	$2,400.00	Mandatory#		Mandatory	LI/($50,000 Maximum)
Riverside		$2,889.00		$466.00	$184/LI ($50,000)
Saddleback		$2,966.00#	.65/100	$319.00#	$.324/100/LI (Sal.+$5,000) + $106.00/V#
San Bernardino		$2,118.84#		$348.00#	$72/LI
San Diego		$2,184.00#	.70/100	$468.00#	$37/LI + $62/V#
San Francisco		$ 915.96		$451.00#	$59.04/P# + $41.94/LI
San Joaquin Delta		$1,961.04# + V	.79/100	$391.20#	$99.84/LI + $198.12/P#
San Jose		$2,094.00# + IP	.70/100	$555.60#	$2.64/1000/LI + $105.60/V# + $4.80/DPL
San Luis Obispo	$3,375.00	Mandatory		Mandatory	
San Mateo		$3,146.04#	.82/100	$617.64#	$76.80/LI
Santa Barbara	$2,095.00		Mandatory		Mandatory LI
Santa Clarita		$1,964.70# + V	1.01/100	$381.70#	$132/LI
Santa Monica	$1,750.00	Mandatory		Mandatory	
Sequoias		$2,075.00#		$419.00#	$80/V# + $157/LI
Shasta-Tehama-Trinity		$1,715.00#		$482.00#	$165/V#
Sierra		$2,124.60#	.81/100	$408.60#	$32.40/LI
Siskiyou		$1,962.00#		$432.00#	$128/LI + $128/V
Solano		$2,083.32#		$562.68#	$97.20/V
Sonoma		$2,223.36#	.45/100	(Inc. in HI)	$180/LI + $57.60/V
South County		$3,236.52# + P#	.68/100	$534.00#	$180/LI + $142.80/V#
Southwestern	$2,100.00	Mandatory		Mandatory	LI Mandatory + P
State Center		$1,922.40#	$132.00	$510.98#	$76.20/LI# + $120/V#
Ventura		$2,598.60# + V		$481.56	
Victor Valley	$2,500.00	Mandatory			Mandatory LI
West Hills	$3,331.20	Mandatory#	Mandatory#	Mandatory#	Mandatory V#, LI#, PA
West Kern		$2,395.00#		$489.00#	$112.20/LI + $172/V
West Valley		$1,957.00#	.68/100	$482.00#	$232/P# + $74/LI
Yosemite		$2,467.00#	1.20/100*	$463.00#	$84/LI + $166/V# (*$27,000 maximum)
Yuba		$2,286.09#		$542.17#	$155.40/V# + $190.20/LI#

- Employee & Dependent Coverage
IP - Income Protection
DPL - Dependent Life Insurance
LI - Life Insurance
P - Paid Prescriptions
PA - Personal Accident
PE - Physical Examination
TSA - Tax-Sheltered Annuity
V - Vision

TABLE II
CALIFORNIA COMMUNITY COLLEGES
RANKINGS OF FRINGE BENEFITS AND MINIMUM SALARY WITH MASTERS DEGREE
SPRING 1984

College District	Fringe Benefits	Rank	Salary	Rank	Total	Rank
Allan Hancock	$3,936	4	$18,309	59	$22,245	39
Antelope Valley	2,730	43	19,988	24	22,718	29
Barstow	3,822	5	19,348	43	23,170	20
Butte	2,627	48	18,241	60	20,868	59
Cabrillo	2,889	30	17,758	62	20,647	62
Cerritos	2,612	49	20,898	7	23,510	15
Chaffey	3,688	7	20,875	8	24,563	7
Citrus*	3,191	21	18,717	55	21,908	47
Coachella Valley	2,452	57	18,783	54	21,235	57
Coast	3,434	14	20,478	16	23,912	9
Compton	2,500	56	17,032	68	19,532	67
Contra Costa	3,441	12	19,536	36	22,977	26
El Camino	3,727	6	23,173	3	26,900	2
Foothill-DeAnza*	3,034	27	20,640	11	23,674	11
Fremont-Newark	3,189	22	20,052	23	23,241	19
Gavilan	1,923	67	17,717	63	19,640	66
Glendale*	2,600	51	19,305	44	21,905	48
Grossmont	2,748	39	17,637	64	20,385	64
Hartnell	2,183	63	19,864	28	22,047	43
Imperial	2,834	34	18,330	58	21,164	58
Kern	2,700	45	19,457	41	22,157	41
Lake Tahoe	2,580	52	24,150	2	26,730	3
Lassen	3,435	13	18,894	52	22,329	35
Long Beach	3,352	18	20,055	22	23,407	16
Los Angeles	2,867	33	19,760	31	22,627	32
Los Rios	1,828	68	17,556	65	19,384	69
Marin	3,492	11	20,130	21	23,622	13
Mendocino	2,065	66	17,360	66	19,425	68
Merced	2,798	37	19,213	45	22,011	44
Mira Costa	2,737	41	18,930	49	21,667	53
Monterey Peninsula	2,803	36	18,903	51	21,706	50
Mt. San Antonio	3,300	20	20,600	12	23,900	10
Mt. San Jacinto	3,117	25	19,148	46	22,265	38
Napa	2,400	60	19,923	27	22,323	36
North Orange	3,529	10	19,785	29	23,314	18
Palo Verde	4,087	2	16,700	69	20,787	60
Palomar	2,603	50	18,930	50	21,533	55
Pasadena	3,382	16	18,610	56	21,992	46
Peralta	2,979	28	16,218	70	19,197	70
Rancho Santiago	2,420	58	20,687	10	23,107	23
Redwoods	2,350	62	19,956	25	22,306	37
Rio Hondo*	2,400	59	20,549	14	22,949	27
Riverside	3,539	9	19,778	30	23,317	17
Saddleback	3,614	8	20,561	13	24,175	8
San Bernardino*	2,539	54	19,462	40	22,001	45
San Diego*	2,872	32	17,350	67	20,222	65
San Francisco	1,468	70	19,947	26	21,415	56
San Joaquin Delta	2,824	35	22,022	4	24,846	6
San Jose	2,954	29	20,172	20	23,126	22
San Luis Obispo	3,375	17	18,800	53	22,175	40
San Mateo	4,001	3	19,612	34	23,613	14
Santa Barbara**	2,095	65	18,546**	57	20,641	63
Santa Clarita	2,671	46	19,020	47	21,691	52
Santa Monica	1,750	69	20,790	9	22,540	34
Sequoias	2,731	42	25,100	1	27,831	1
Shasta-Tehama	2,362	61	19,464	39	21,826	49
Sierra	2,719	44	18,973	48	21,692	51
Siskiyou	2,650	47	19,425	42	22,075	42
Solano	2,743	40	17,996	61	20,739	61
Sonoma	2,553	53	20,537	15	23,090	24
South County	4,243	1	21,941	6	26,184	4
Southwestern*	2,100	64	19,482	38	21,582	54
State Center	2,762	38	20,389	17	23,151	21
Ventura	3,080	26	19,597	35	22,677	31
Victor Valley	2,500	55	20,290	18	22,790	28
West Hills	3,331	19	19,689	33	23,020	25
West Kern	3,168	24	21,964	5	25,132	5
West Valley	2,879	31	19,699	32	22,578	33
Yosemite	3,423	15	20,218	19	23,641	12
Yuba	3,174	23	19,534	37	22,708	30
Spring 1984 Average	2,899		19,608		22,507	
Spring 1983 Average	2,553		19,116		21,669	
Percent Increase (1983-84)	(13.55)		(2.57)		(3.87)	

* Negotiating as of May 31, 1984.
**Includes a 2% off-schedule adjustment.

TABLE III
CALIFORNIA COMMUNITY COLLEGES
RANKINGS OF FRINGE BENEFITS AND MAXIMUM SALARY WITHOUT DOCTORATE
SPRING 1984

College District	Fringe Benefits	Rank	Salary	Rank	Total	Rank
Allan Hancock	$3,986	5	$32,107	60	36,093	50
Antelope Valley	2,730	47	35,090	30	37,820	35
Barstow	4,046	4	34,693	37	38,739	24
Butte	2,747	43	31,995	61	34,742	61
Cabrillo	2,889	34	31,780	64	34,669	62
Cerritos	2,612	51	38,978	4	41,590	5
Chaffey	3,688	8	34,695	36	38,383	27
Citrus*	3,191	22	34,040	41	37,231	39
Coachella Valley	2,452	57	33,638	45	36,090	51
Coast	3,434	15	36,175	17	39,609	14
Compton	2,500	56	30,010	70	32,510	70
Contra Costa	3,510	12	35,340	29	38,850	20
El Camino	3,727	7	40,189	3	43,916	3
Foothill-DeAnza*	3,121	26	36,030	19	39,151	19
Fremont-Newark	3,189	23	36,670	13	39,859	11
Gavilan	1,923	67	31,281	68	33,204	68
Glendale*	2,600	52	35,618	25	38,218	29
Grossmont	2,836	38	32,204	58	35,040	60
Hartnell	2,269	63	35,759	22	38,028	31
Imperial	2,834	39	33,350	50	36,184	48
Kern	2,795	41	33,778	43	36,573	45
Lake Tahoe	2,580	53	35,550	26	38,130	30
Lassen	3,435	14	32,157	59	35,592	56
Long Beach	3,352	18	36,019	20	39,371	17
Los Angeles	2,867	36	30,260	69	33,127	69
Los Rios	1,894	68	31,919	62	33,813	66
Marin	3,662	9	34,844	31	38,506	25
Mendocino	2,065	66	31,310	67	33,375	67
Merced	2,888	35	33,618	46	36,506	46
Mira Costa	2,737	45	36,580	14	39,317	18
Monterey Peninsula	2,906	33	31,597	66	34,503	63
Mt. San Antonio	3,300	20	37,660	6	40,960	6
Mt. San Jacinto	3,117	28	33,474	48	36,591	44
Napa	2,400	61	35,393	28	37,793	36
North Orange	3,529	11	36,098	18	39,627	13
Palo Verde	4,087	3	34,700	35	38,787	22
Palomar	2,727	48	34,707	33	37,434	37
Pasadena	3,382	16	36,893	12	40,275	8
Peralta	3,207	21	31,891	63	35,098	59
Rancho Santiago	2,420	59	37,006	11	39,426	15
Redwoods	2,450	58	35,443	27	37,893	32
Rio Hondo*	2,400	60	36,407	16	38,807	21
Riverside	3,539	10	35,884	21	39,423	16
Saddleback	3,840	6	43,168	1	47,008	1
San Bernardino*	2,539	54	33,454	49	35,993	52
San Diego*	2,980	31	32,710	56	35,690	55
San Francisco	1,468	70	32,835	54	34,303	65
San Joaquin Delta	2,949	32	37,872	5	40,821	7
San Jose	3,117	27	37,013	10	40,130	10
San Luis Obispo	3,375	17	34,492	38	37,867	34
San Mateo	4,111	2	32,977	52	37,088	40
Santa Barbara**	2,095	65	33,092**	51	35,187	58
Santa Clarita	2,827	40	34,490	39	37,317	38
Santa Monica	1,750	69	36,525	15	38,275	28
Sequoias	2,731	46	41,750	2	44,481	2
Shasta-Tehama	2,362	62	33,506	47	35,868	53
Sierra	2,842	37	34,133	40	36,975	41
Siskiyou	2,650	49	32,921	53	35,571	57
Solano	2,743	44	31,753	65	34,496	64
Sonoma	2,628	50	37,177	8	39,805	12
South County	4,349	1	37,612	7	41,961	4
Southwestern*	2,100	64	34,746	32	36,846	43
State Center	2,762	42	35,624	24	38,386	26
Ventura	3,080	29	33,849	42	36,929	42
Victor Valley	2,500	55	33,739	44	36,239	47
West Hills	3,331	19	32,790	55	36,121	49
West Kern	3,168	25	37,013	9	40,181	9
West Valley	2,988	30	35,754	23	38,742	23
Yosemite	3,504	13	32,233	57	35,737	54
Yuba	3,174	24	34,701	34	37,875	33
Spring 1984 Average	2,943		34,725		37,668	
Spring 1983 Average	2,596		33,831		36,427	
Percent Increase (1983-84)	(13.37)		(2.64)		(3.41)	

* Negotiating as of May 31, 1984.
**Includes a 2% off-schedule adjustment.

TABLE IV
CALIFORNIA COMMUNITY COLLEGES
RANKINGS OF FRINGE BENEFITS AND MAXIMUM SALARY WITH DOCTORATE
SPRING 1984

College District	Fringe Benefits	Rank	Salary	Rank	Total	Rank
Allan Hancock	$3,988	5	$32,883	60	$36,871	53
Antelope Valley	2,730	47	35,887	29	38,617	36
Barstow	4,058	4	35,493	38	39,551	23
Butte	2,755	43	32,997	58	35,752	59
Cabrillo	2,889	35	33,062	57	35,951	57
Cerritos	2,612	51	40,108	4	42,720	5
Chaffey	3,688	8	35,999	27	39,687	22
Citrus*	3,191	22	35,166	45	38,357	40
Coachella Valley	2,452	58	35,068	46	37,520	48
Coast	3,434	15	37,259	19	40,693	14
Compton	2,500	56	31,010	69	33,510	70
Contra Costa	3,510	12	35,340	41	38,850	33
El Camino	3,727	7	41,678	3	45,405	3
Foothill-DeAnza*	3,121	27	36,030	25	39,151	28
Fremont-Newark	3,189	23	37,601	15	40,790	12
Gavilan	1,923	67	32,031	67	33,954	68
Glendale*	2,600	52	36,518	22	39,118	29
Grossmont	2,840	38	32,857	61	35,697	60
Hartnell	2,275	63	36,891	20	39,166	27
Imperial	2,834	39	34,350	50	37,184	49
Kern	2,808	41	35,865	31	38,673	35
Lake Tahoe	2,580	53	35,550	36	38,130	41
Lassen	3,435	14	32,657	65	36,092	56
Long Beach	3,352	18	37,812	11	41,164	9
Los Angeles	2,867	36	30,990	70	33,857	69
Los Rios	1,894	68	33,515	55	35,409	64
Marin	3,671	9	35,579	35	39,250	26
Mendocino	2,065	66	32,240	66	34,305	66
Merced	2,900	34	35,481	39	38,381	39
Mira Costa	2,737	45	37,580	16	40,317	18
Monterey Peninsula	2,915	33	32,678	64	35,593	63
Mt. San Antonio	3,300	20	37,660	13	40,960	11
Mt. San Jacinto	3,117	28	34,644	47	37,761	46
Napa	2,400	61	35,393	40	37,793	45
North Orange	3,529	11	37,546	18	41,075	10
Palo Verde	4,087	3	36,000	26	40,087	19
Palomar	2,727	48	35,657	33	38,384	38
Pasadena	3,382	16	39,179	5	42,561	6
Peralta	3,207	21	31,891	68	35,098	65
Rancho Santiago	2,420	59	38,122	9	40,542	15
Redwoods	2,454	57	35,943	28	38,397	37
Rio Hondo*	2,400	60	37,552	17	39,952	21
Riverside	3,539	10	36,782	21	40,321	17
Saddleback	3,843	6	43,468	2	47,311	1
San Bernardino*	2,539	54	34,543	49	37,082	50
San Diego*	2,980	31	32,710	63	35,690	62
San Francisco	1,468	70	32,835	62	34,303	67
San Joaquin Delta	2,959	32	39,104	7	42,063	7
San Jose	3,123	26	37,634	14	40,757	13
San Luis Obispo	3,375	17	35,534	37	38,909	32
San Mateo	4,129	2	35,199	44	39,328	25
Santa Barbara**	2,095	65	33,737**	53	35,832	58
Santa Clarita	2,834	40	35,240	43	38,074	42
Santa Monica	1,750	69	38,320	8	40,070	20
Sequoias	2,731	46	43,600	1	46,331	2
Shasta-Tehama	2,362	62	34,564	48	36,926	52
Sierra	2,842	37	34,133	52	36,975	51
Siskiyou	2,650	49	33,721	54	36,371	55
Solano	2,743	44	32,953	59	35,696	61
Sonoma	2,631	50	37,777	12	40,408	16
South County	4,359	1	39,115	6	43,474	4
Southwestern*	2,100	64	35,746	32	37,846	43
State Center	2,762	42	36,338	24	39,100	30
Ventura	3,080	29	35,630	34	38,710	34
Victor Valley	2,500	55	35,310	42	37,810	44
West Hills	3,331	19	34,242	51	37,573	47
West Kern	3,168	25	38,013	10	41,181	8
West Valley	2,993	30	36,485	23	39,478	24
Yosemite	3,504	13	33,361	56	36,865	54
Yuba	3,174	24	35,883	30	39,057	31
Spring 1984 Average	2,945		35,711		38,655	
Spring 1983 Average	2,598		34,843		37,441	
Percent Increase (1983-84)	(13.36)		(2.49)		(3.24)	

* Negotiating as of May 31, 1984.
**Includes a 2% off-schedule adjustment.

ERIC Clearinghouse for Junior Colleges

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